

## Procurement

Methods CIA universities and colleges local contact men begin assessment summer of Freshman year. First contact made Sophomore year so as to utilize summer of Sophomore year for training.

**Sex** 90% men - 10% women

Number 100 per year. Attrition of initial contacts will be compensated for by later recruitments.

Assessment- Assessment work will begin Freshman year by local college contact man based on school records and entrance exams and tests to college.

College record Freshman year and 1st term Sophomore year.

Subjective interview 2nd term Sophomore year.

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CIA objective and subjective assessment begins summer of  
Sophomore year and continues throughout term of employment.

Training

**I. Pre-  
Employment**

Persuasive guidance of curricula, extra-curricular pursuits,  
outside reading, summer vacations will begin summer of  
Sophomore year as indicated by assessment.

Where assessment indicates specialist skills potential,  
curricular exploitation of these will be suggested for  
Junior and Senior years.

Where assessment indicates only general intelligence and  
ability potential, language, political, historical, economic,  
geographical curricula will be suggested.

Enrollment in ROTC and NROTC will be urged.

Intra departmental transfers where indicated by assessment  
may require extra policy cooperation of university authorities.

Inter college transfers may also be recommended.

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(Security clearances to be initiated in January of Senior year on selectees who have indicated desire for CIA employment, so as to make them available for full employment June 1.)

II. Post  
Employment

Formal CIA training will begin with compulsory attendance of EPT's (Executive Potential Trainees) at CIA Intelligence School [REDACTED] 8 July. Rigid assessment will be

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undertaken in conjunction with the course, as result of which, EPT's will be assigned, at course's completion, to one of the following CIA Career Training Plans:

Plan A - Formal Graduate School Study.

This would embrace formal graduate school work, normally leading to MA and Ph. D. degrees, in specialty skills required in CIA, i.e. languages, sciences, professions.

This type of training would be at government expense and could be terminated at any time. Upon completion of graduate study, EPT would be integrated into CIA production channels or made available to CIA operation channels.

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Plan B - Limited Operations Training.

Generally speaking all EPT's should have from two to five years field operational experience, preferably early in their CIA career. The nature of the operation, the area of the operation, the duration of the assignment, and the number of such assignments will depend on the urgency of the overall CIA mission at the time and the results of re-assessment appraisal of the individual EPT upon completion of each normal two year field assignment. Unless expressly released by the Director or the Director of Training, no EPT under Plan B will be considered as a permanent employee of the operating division to which he has been temporarily assigned. Upon completion of the two to five year operational assignment, EPT's will be integrated into the CIA rotational office plan or assigned permanently to the operating offices.

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Plan C - Office Rotation Plan

Generally speaking EPT's will enter the office rotation plan after one to three tours of field assignment with the operating agencies. This plan will include horizontal reassignments within Offices, beginning at levels mutually agreed upon between AD concerned and Director of Training, and as horizontally extensive as is consistent with indoctrinational training desired and efficient operation of Office concerned. EPT vertical intra-Office reassignments will be made consistent with periodic assessment and mutual agreement between AD concerned and D/Tr. Inter-Office reassignments will be made according to orderly plan consistent with assessment results and will follow plan indicated above.

If EPT completes Office rotation plan he will be permanently assigned to highest vertical position which overall assessment

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shows him to be fitted for and for which a vacancy exists.

Should overall assessment indicate that vertical intra-

Office reassignment is no longer desirable, inter-Office

reassignment will be accomplished.

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